

Leadership Styles

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Introduction

What is Leadership Style?

- A leadership style is the approach and strategy a leader uses to motivate, direct, and manage people.
- Different styles are effective in different environments.
- They are distinct approaches that leaders take when implementing plans and strategies.
- Leadership style is shaped by a variety of factors, including personality, values, skills, & experiences which has significant impact on the effectiveness of their leadership.

Autocratic Leadership

Definition:

A leadership style where the leader makes decisions unilaterally.

Pros:

- Quick decision-making
- Clear direction
- Effective in crises

Cons:

- Lack of employee input
- Potential for low morale
- Creativity is stifled
- High turnover risk

Example:

- Steve Jobs (Apple) in product vision

Democratic Leadership

Definition:

A leadership style where the leader involves employees in decision-making.

Pros:

- High employee involvement
- Higher morale
- Promotes creativity
- Builds trust

Cons:

- Slower decision-making
- Potential for conflict
- Not ideal in emergencies

Example:

- Satya Nadella (Microsoft) promoting collaboration

Transformational Leadership

Definition:

A leadership style where the leader inspires and motivates employees to achieve their full potential.

Pros:

- High employee motivation
- Encourages innovation
- Strong company culture

Cons:

- Requires strong communication skills
- Can be overwhelming
- Risk of burnout
- Needs consistent energy and vision
- May overlook short-term needs

Example:

- Elon Musk (Tesla, SpaceX)

Transactional Leadership

Definition:

A leadership based on clear roles and tasks and style where the leader uses rewards and punishments to manage employees.

Pros:

- Clear structure & expectations
- Effective for routine tasks
- Easy performance evaluation

Cons:

- Limited creativity
- Focus on short-term goals
- Motivation may drop over time

Example:

- Military and manufacturing environments

Laissez-Faire Leadership

Definition:

A leadership style where the leader provides minimal direction and allows employees to make decisions.

Pros:

- Encourages independence
- Fosters creativity
- Ideal for expert teams
- Promotes innovation

Cons:

- Lack of direction
- Potential for low productivity
- Accountability issues
- Can lead to chaos

Example:

- Warren Buffett (Berkshire Hathaway)

Servant Leadership

Definition:

A leadership style where the leader prioritizes the needs of employees and helps them develop.

Pros:

- High employee development
- High morale
- Strong team relationships
- Encourages growth

Cons:

- Requires strong interpersonal skills
- Slower decision-making
- Can be perceived as weak
- Not effective in high-pressure environments

Example:

- Herb Kelleher (Southwest Airlines)

Bureaucratic Leadership

Definition:

A leadership style where the leader follows strict rules and procedures.

Pros:

- Consistency
- Clear structure

Cons:

- Limited flexibility
- Can be stifling

Example:

- Harold Geneen - ITT Corporation

Visionary Leadership

Definition:

A Visionary leadership is having ability to conceive original and even audacious ideas for the future.

Pros:

- Good for start up environment
- Foster creativity
- Drive innovation, & motivate team

Cons:

- Overambitious & Disconnect
- Difficult in delegation
- Potential for isolation

Example:

- Henry Ford

Conclusion

- No one-size-fits-all
- Depends on the team, task, and context
- Great leaders adapt and blend styles
- Choose the right style based on own & team personality and nature of work

Summary Table

Style	Pros	Cons	Example
Autocratic	Quick decisions	Low morale	Steve Jobs
Democratic / Participative	Team input	Slow decisions	Satya Nadella, Sundar Pichai
Transformational	Inspiring	Risk of burnout	Elon Musk, Jeff Bezos
Transactional	Clear expectations	Limited creativity	Military leaders, Bill Gates
Laissez-Faire / Delegative	Promotes autonomy	Risk of chaos	Warren Buffett
Servant	Team-focused	Can be seen as passive	Herb Kelleher, Mahatma Gandhi
Bureaucratic	Consistency	Limited flexibility	Harold Geneen - ITT Corporation
Visionary	Foster Creativity	Difficult in delegation	Henry Ford

Let me know what is your style?

Thank You